

BOARD OF SUPERVISORS

Brown County



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RACIAL EQUITY AD HOC COMMITTEE

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Monday, April 26, 2021

5:00 p.m.

**Auditorium, Central Library
515 Pine Street, Green Bay, WI**

RACIAL EQUITY AD HOC COMMITTEE MEETING MINUTES

Committee members present: Carina Abrega-Koch, Tara Yang, Jose Villa, Louise Padron, Supervisor Borchardt, Supervisor Chu, Rashad Cobb

Also present: Supervisor Sieber, Supervisor Erickson, Dir. Weininger, media and others

1. Call to Order @ 5:32 by Supervisor Sieber, Chair of Executive Committee.
2. Approve/Modify Agenda.
 - a. MOTION by Tara Yang to approve the agenda.
 - b. SECOND by Supervisor Borchardt.
 - c. MOTION CARRIED unanimously.
3. Introduction/Welcome Members from Supervisor Sieber followed by round robin of introductions of committee members and Supervisors present.
4. Election of Chair.
 - a. Pooja Bombha-Arora and Rashad Cobb both volunteer to be Chair.
 - b. Nominees field questions from members.
 - i. What committees do you serve on?
 - ii. How do you run a meeting so that every voice is heard?
 - iii. How do you plan to elevate BIPOC voices in this committee in the role of Chair?
 - iv. How much capacity do you have to serve as Chair?
 - c. Discussion on possibility of co-chair structure and was determined that the ordinances do not currently permit a co-chair structure.
 - i. Tara Yang requested clarification on structure of committee requiring a chair/ vice chair rather than co-chairs. Is that something that could be changed or become an action item which could be brought to the executive board for modification?
 - ii. Dir. Weininger responded that the current structure is standard for county committees, and as such any changes made by a committee may not override the county ordinance that provides that structure, but informal structural changes can be made to meet the needs of the committee.

- d. Rashad Cobb withdraws from consideration for Chair.
 - e. Pooja Bombha-Arora determined to be Chair by CONSENSUS. [Transition from Sup. Sieber to Chairperson Bombha-Arora for meeting Chair]
5. Election of Vice Chair.
- a. Rashad Cobb volunteers; no other interested parties.
 - b. Rashad Cobb determined to be Vice-Chair by CONSENSUS.
6. Election of Secretary.
- a. Louise Padron volunteers; no other interested parties.
 - b. Louise Padron determined to be Secretary by CONSENSUS. [Transition from Sup. Chu to Sec. Padron to take meeting minutes]
7. Comments from the Public. non
8. Discussion re: Goals and Objectives- go around to hear from each member on their ideas for the committee.
- a. Committee Member Aberga-Koch suggested PSA and educational campaigns on defining systemic racism and its effect on housing, access to food, etc. to open minds about the topic.
 - b. Chair Bombha-Arora stated that education in organizations and employers is needed and should be delivered in a way to reach those who might not otherwise seek out the information, such as billboards.
 - c. Vice Chair Cobb suggested offering the executive committee recommendations on best practices and budget neutral options to accomplish goals. Education will be a major contributor to efforts, as many people may have never interacted with BIPOC, therefore intentional efforts are needed for those who would otherwise not seek it.
 - d. Supervisor Borchardt offered resources that could help in research, such as the ADRC's Collaborative Community Report, to focus on needs and gaps in services.
 - e. Vice Chair Cobb confirmed that data should come from local resources such as United Way and Greater GB Community foundation due to a likely response that Green Bay is different than other communities.
 - f. Committee Member Yang inquired about using Google docs to share information.
 - g. Dir. Weininger clarified that all information sharing, including documents, must be made public, come through meeting minutes, be shared out through the county board, and emailed out. No more than 5 committee members may talk together at a time. A majority of members must be present to proceed with a meeting.
 - h. Chair Bombha-Arora would like to research what has worked in other communities and gather data, the task of which could be delegated to committee members and be presented at other meetings.
 - i. Committee Member Villa recognizes that goals and objectives can become overwhelming and cause members to lose focus. One goal should be to determine who is being educated, such as those affected by racism or those who do not understand the dynamics. It can be both, and the committee can gather more information from those who are affected by racism to determine how the committee can connect them with culturally specific resources.
 - j. Secretary Padron agreed that education and information gathering should be both from the top down and the bottom up. Direct service providers must be aware of how implicit biases affect their ability to serve those whose lives are most impacted. Vulnerable groups can also be educated on how to advocate for themselves and resources available that support them in their advocacy.
 - k. Supervisor Erickson identified problem areas such as the wealth gaps, unfair wages, and the need to support minority and women owned businesses. Examples were offered, such as Mental Health officers responding to schools in La Crosse County has reduced juvenile

arrests and changing the names of public spaces has increased representation for those who use those spaces in Milwaukee county.

- l. Vice Chair Cobb stated that focus should remain on health effects of racism.
 - m. Committee Member Yang provided an example of how CEOs of area hospitals were meeting to make decisions about marginalized communities without any citizens from those communities present. The question arose of how systems choose who is at the table, and why representatives from certain groups are not present when decisions are being made.
 - n. Supervisor Chu suggested creating group agreements on how issues are discussed, and that each member may contribute research at the next meeting.
 - o. Supervisor Borchardt provided an example of a mission, vision, and value chart.
 - p. Chair Bombha-Arora posed the question of needing more than one action plan and suggested gathering data on diversity within major employers such as Schneider and Schreiber.
 - q. Supervisor Erickson offered resources including the Government Alliance for Racial Equity (GAER), Wisconsin Counties Association (WCA), and Diversity Education and Inclusion (DEI) which can be designed for the unique needs of each county.
 - r. Vice Chair Cobb suggested creating an asset map to determine where connections are currently and where more connections are needed. Connections could be made with Green Bay neighborhood associations to distribute potential educational material.
 - s. Supervisor Borchardt suggested to also connect with communities in Brown County outside of Green Bay, such as Denmark, Pulaski, etc. Community gardens are one way to connect with members of those communities.
 - t. Chair Bombha-Arora inquired about budget.
 - u. Supervisor Chu responded that some funds may be available, and the county budget is in progress and should be approved by November.
 - v. Supervisor Borchardt stated that applying for grants is also an option.
 - w. Committee Member Yang stated that involvement at the state level should be explored, as Representative Kristina Shelton would like to be involved with local needs.
9. Discussion re: Future Meeting Dates and Times.
- a. Vice Chair Cobb inquired about virtual and call-in options.
 - b. Supervisor Chu responded that virtual and call-in options are available with prior notification.
 - c. Decision was reached that meetings will be scheduled on the fourth Monday of each month.
 - d. Time: 5 PM to 7 PM, to include a hard stop time
 - e. Location: Library main branch auditorium
10. Adjourn until next meeting on Monday, May 24, 2021 at 5 PM
- a. MOTION by Committee Member Yang
 - b. SECOND by Vice Chair Cobb
 - c. MOTION CARRIED unanimously